

**ARTICLE 34**  
**PERMANENT-INTERMITTENT EMPLOYEES**

1. Permanent-intermittent employees shall be used only for job assignments which are characterized by periodic, irregular or cyclical scheduling. Permanent-intermittent employees shall not be used for the purpose of eroding permanent full-time employment.
2. Permanent-intermittent employees are entitled to all benefits in accordance with Appendix F. Seniority is accrued in accordance with Article 11, based on hours worked.
3. Permanent-intermittent employees shall have their holiday pay calculated in accordance with current practice except where such an employee works full-time for all non-holiday hours during the pay period in which the holiday occurs, whereupon they will be entitled to full holiday credit.

Permanent-intermittent employees who have returned from an approved leave of absence during the preceding six (6) pay periods shall have their holiday pay based on the number of pay periods in actual pay status.

4. The scheduling, hours of work, furloughing, return from furlough, layoff and recall of permanent-intermittent employees shall continue in accordance with current departmental practices until negotiated otherwise in secondary negotiations. Any and all other issues arising out of the employment of permanent-intermittent employees shall be discussed in Labor/Management meetings.
5. Permanent-intermittent employees who have acquired status shall have transfer rights to other permanent-intermittent positions in accordance with Article 13, Assignment and Transfer. Further, permanent-intermittent employees who have acquired status shall have transfer rights to other permanent full-time and part-time positions in accordance with Article 13, Assignment and Transfer.
6. The Employer agrees to provide a minimum call-in guarantee of three (3) hours for permanent-intermittent employees who, are scheduled to work or called in to work in accordance with departmental practice and who after arriving at the work site, are advised that they are not needed, or work less than three (3) hours. The minimum call-in guarantee above three (3) hours shall be a subject of secondary negotiations.
7. Permanent-intermittent employees who work an assigned shift and who, after returning home, are called back to work, will be paid a minimum of three (3) hours at the regular rate of pay.

8. Where the Employer has four (4) hours of work that could be performed by one (1) permanent-intermittent employee, the Employer will assign such shift to but one (1) employee unless operating or contractual requirements necessitate otherwise.
9. The scheduling of temporary non-career employees shall be a proper subject for secondary negotiations.